



UNIVERSITÀ
DEGLI STUDI
FIRENZE



HR EXCELLENCE IN RESEARCH

UNIFI

ACTION PLAN 2021-2023

Action Number	Status	Action Name	C & C Principle	Timing	Responsible Unit	Indicator(s) Target(s)	Remarks
01	COMPLETED	Increase of funds available for research related activities	1 Research Freedom	End 2020	Research and Technology Transfer Area	Increase of at least the 10% of the participation of UNIFI researchers within national, European, and international funding programmes.	<p>Original goal: Increase of the participation of UNIFI researchers within national, European, and international funding programmes by 10%</p> <p>Action completed: The goal of increasing participation by 10% has been achieved. The attainment of the goal can be measured thanks to the internal recording system called "Anagrafe della Ricerca". This system asks all researchers to include any international, european or national funding proposal submitted and or funded. The system shows an increase in the participation by the 10,8% between 2019 and 2020, going from 1112 proposals submitted in 2019 to 1232 proposals in 2020. To attain this goal the following actions have been undertaken:</p> <ol style="list-style-type: none"> 1. enforced support services to proposals preparation by UNIFI Grant Office (https://www.unifi.it/p11721.html) 2. organization of info days especially focused on excellent programmes such as ERC and Marie Curie, on average 2 or 3 info days each year (https://www.unifi.it/p11714.html) 3. training courses for researchers to learn correct techniques of proposals preparation. Each year one course (8 hours) is offered to PhD students (R1) and for R2-R3 and R4 three courses are offered : one of basic level, one of intermediate level plus an advanced course. 4. For the most relevant funding schemes UNIFI web site offers to researchers dedicated web pages containing useful information (https://www.unifi.it/p11646.html) <p>Though the foreseen goal has been achieved it has been decided to keep monitoring this goal to get sure the level attained is kept.</p>
02	EXTENDED	Young Researchers Annual Call	1 Research Freedom	End 2021	Research and Technology Transfer Area	at least one annual call to support young researcher's projects.	<p>The University of Florence makes available each year its own resources to promote the effective research freedom and research independence for researchers in the first stages of their career.</p> <p>The funds made available are assigned through an open competition promoted annually for temporary researcher (R2). https://www.unifi.it/cmpro-v-p-10809.html</p> <p>Each participant is requested to submit a project proposal for a maximum duration of 24 months, to be evaluated under the three usual European evaluation criteria of excellence, impact and implementation. Each selected proposal gets a funding of 40,000/50,000 EUR. Each year on average 10 to 12 proposals get funded.</p> <p>Though the Action Plan Goal of promoting at least one annual call between 2019 and 2020 has been attained it has been decided to extend this Action for at least one additional year.</p>

03	IN PROGRESS	Translating the web site and recruitment related information in English	13 Recruitment (code)	End 2023	<p>Communica tion Area</p> <p>Research and Technology Transfer Area</p> <p>Human Resources Area</p> <p>General Affairs Area Legal Affairs</p>	<p>At least 70% of the university of Florence website and advertisements and contracts related to researchers recruitment to be translated in English.</p>	<p>Action number 3 is still under progress.</p> <p>To start with a new web page called "Work with us" has been made available at the following link: https://www.unifi.it/vp-11713-work-with-us.html . This page is intended to allow a proper understanding from foreign applicants not familiar with the Italian system about all positions available in Italy for researchers at different career levels.</p> <p>Furthermore information for possible vacancies is now mostly available in English. As an example here below the links to the main pages translated:</p> <ol style="list-style-type: none"> 1. Phd positions web page: https://www.unifi.it/p10285.html 2. Fellow Researchers web page: https://www.unifi.it/p10284.html 3. Grants and post grants awards: https://www.unifi.it/p11641.html <p>Translations have been also made available for the advertisements announcements of as many calls as possible. The translation tasks have been completed for PhD positions and is ongoing for temporary researchers positions where the translation of the etool itself to submit applications is ongoing.</p> <p>The task that was supposed to be completed within mid 2020 has required more time than expected. It has in fact been decided not to promote a automatic translation of the web site pages from Italian to English but to promote an English website including contents adapted to the specific needs of foreign users, by creating new pages and contents where needed. This is going to require more time than expected. The task is foreseen to be completed within the end of 2023.</p>
04	NEW	HRS4R Sensibilization Actions	7 Good Practice in Research	End 2023	<p>Research and Technology Transfer Area</p> <p>Communica tion Area</p>	<p>Indicators/Targets:</p> <ul style="list-style-type: none"> - HR logo to be included in the headed paper and email signatures - at least one brochure or leaflet to be distributed - website to be updated annually - e-learning course to be created to promote the spreading of news about HRS4R - at least one additional survey within the end of 2023 	<p>During the first 24 months after getting the logo it was noted that the knowledge about the HRS4R principles within UNIFI is still limited. Within the updated Action Plan a new action has been therefore foreseen specifically devoted to promote awareness raising about such principles. This action is going to consist of the following measures:</p> <ol style="list-style-type: none"> 1. Information and news about HRS4R in due evidence within UNIFI website, from the very main page 2. having the HR logo included within UNIFI headed paper 3. having the HR logo included within email signatures of all personnel 4. Periodic information sessions about HRS4R or elearning resources made available 5. Brochure of Leaflet about HRS4R to be distributed among researchers 6. To promote periodic surveys

05	COMPLETED	Promotion of an improvement of work spaces and of adequate equipment	23 Research Environment	End 2022	General Affairs Area Logistics services Communication Area	Creation of a page within the web site including information about available infrastructures	<p>Further analysis on the critical aspects concerning the capacity of offering to researchers the most stimulating research environment has been performed.</p> <p>Consultation of researchers in the surveys submitted (in 2015 and 2020), verification with internal structures about available infrastructures and conditions of access to them highlighted the need to redefine the corrective measures allowing a proper implementation of this principle.</p> <p>Rather than the adoption of a new regulation it appeared clear that what was most urgently needed was to allow a proper publicity of available infrastructures and facilities among researchers and to ease the access to them.</p> <p>Therefore a specific web page has been created including a detailed description of all available infrastructures</p>
06	EXTENDED	Promoting stability and permanence of employment	25 Stability and Permanence of Employment	End 2021	Human Resources Area	number of tenure track positions promoted each year	<p>The University of Florence as public higher education institution is not in the position of guaranteeing to employees career improvements. In fact, all positions must be tendered with dedicated open selection procedures.</p> <p>However in order to promote as far as possible stability and permanence of employment UNIFI has decided since the first Action Plan proposed to commit itself to offer annually as many tenure track positions as possible to create paths of career stabilisation.</p> <p>The original goal consisted in 30 new tenure track positions to be offered within the first 36 months (from 2019 to 2021). During 2019 35 tenure track positions have been offered, 54 in 2020 have been offered.</p> <p>Since the strategy of tenure track positions seems from many points of view to have proven effective in promoting stability and permanence in employment the action originally foreseen has been extended for an additional 12 months by promoting during 2021 60 new tenure track positions.</p>
07	COMPLETED	Promoting Participation under Excellence Programmes	25 Stability and Permanence of Employment	End 2020	Research and Technology Transfer Area Communication Area	<p>10% increase on the number of funding requests submitting under MSCA and ERC calls</p> <p>To organize dedicated info days and an help desk for the participation within excellence programmes.</p>	<p>In recognition of the high level profile of candidates funded under European excellence programmes such as MSCA and ERC the Italian MIUR has foreseen the possibility of direct appointment as permanent researchers of PIs funded within such programmes. Therefore UNIFI has identified the promotion in the participation in such programmes as an additional tool to promote stability and permanence in employment.</p> <p>The foreseen increase by 10% of the proposals submitted under excellence programmes (MSCA and ERC) within the first 24 months has been achieved with 85 proposal submitted within 2019 and 105 proposals submitted in 2020 for an increase by approximately 22%.</p> <p>This increase has been achieved based on the the following actions:</p> <ol style="list-style-type: none"> 1. Training courses to teach how to build successful proposals (one for each programme on 2019 and 2020)

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08	NEW	Open Access and Open Science support services	<p>8 Dissemination exploitation of Results</p> <p>9 Public Engagement</p>	End 2022	<p>Research and Technology Transfer Area</p> <p>University Library System</p>	<p>Launch of a new support service devoted to Open Access Issues.</p> <p>Proposed indicators: adoption of guidelines detailing the support provided by the different actors involved and creation on the web site of a specific section devoted to open access issues</p>	<p>A first experimental cooperation is envisaged between UNIFI Research Area and the Library System to promote the launch of support services specifically devoted to Open Access issues. This cooperation is going to be at first experimented at the level of European Projects funded, since among the possible funders the European Commission is the principal actor pushing institutions to properly deal with open access. Guidelines are going to be prepared identifying the possible need of support for researchers at the different stages of a European funded project and addressing them to the appropriate University Service able to provide support and assistance.</p> <p>The Guidelines are going to be prepared and published on UNIFI web site by the end of 2021. A new section of the web site is going to be as well implemented specifically dealing with Open Access issues.</p>

09	COMPLETED	Promoting mobility	29 Value of mobility	End 2020	<p>Research and Technology Transfer Area</p> <p>International Relations Area</p> <p>Communication Area</p>	<p>Within 24 months:</p> <p>To increase the number of existing cooperation agreements</p> <p>To launch a new interactive section on the web site dedicated to mobility opportunities.</p>	<p>The Action "Promoting Mobility" was imagined to allow the improvement of mobility opportunities available for UNIFI Researchers both in terms of geographical and intersectoral mobility. The indicators originally foreseen needed in some cases to be revised. At first three indicators were included:</p> <ol style="list-style-type: none"> 1. increasing the number of existing cooperation agreements with foreign institutions. This goal has been achieved. In 2019 the number of existing cooperation agreements amounted to 311 while in 2020 this number has been increased to 368 2. creation of an interactive section within the website dedicated to mobility opportunities. Due to technical constraints about the structure itself of the website an interactive section could not be created, however many information have nonetheless been collected and made available on the web site. The University International Relations Area takes constantly care of keeping updated a specific section within the website completely devoted to international activities. This section can be accessed from the very main page of the website (https://www.unifi.it/changelang-eng.html) by selecting on top of the page "International Relations". Within this section the page "Promotion of International Activities" includes an overview of available mobility opportunities where all possible forms of support to perform mobility periods have been collected https://www.unifi.it/vp-10365-promotion-of-international-activities.html 3. to increase the share of funds devoted to the promotion of mobility opportunities. Increasing the share of funds devoted to mobility opportunities couldn't be promoted due to existing limits at the level of available resources. However within the Strategic Plan it has been clearly restated internationalization as one of the key strategic fields to be promoted and Departments are constantly encouraged to promote initiatives aimed at increasing available mobility opportunities for researchers.
10	COMPLETED	APPI Learning how to Teach	33 Teaching	End 2020	<p>Education Services Area</p> <p>Communication Area</p> <p>Information and Technology University Service</p>	<p>Within 12 months:</p> <p>To promote the knowledge and access of researchers, wherever not already available, to the existing e-learning activities</p>	<p>The project APPI - Apprendere a Insegnare (Learning how to teach) has been introduced and foresees now annually a session involving newly hired temporary researchers to train them with techniques and useful instruments on how to teach.</p> <p>https://www.unifi.it/upload/sub/formazione/appl_apprendere_insegnare.pdf</p>

						<p><i>Within 24 months:</i></p> <p><i>To plan and organize training courses in this field, especially intended for young researchers</i></p>	
11	<i>NEW</i>	<i>DIDEL Learning how to teach</i>	<i>33 Teaching</i>	<i>End 2022</i>	<p><i>Education Services Area</i></p> <p><i>Communication Area</i></p> <p><i>Information and Technology University Service</i></p>	<p><i>Creation of a elearning course including training on elearning techniques</i></p>	<p><i>Following the COVID Pandemic a new tool has been implemented about teaching techniques applicable in elearning contexts called Didel (https://www.unifi.it/p11562.html).</i></p> <p><i>This tool will continue to be implemented in the next 36 months to allow the access of the highest possible number of researchers</i></p>

Possible current status: New/In Progress/Completed/Extended

